



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VIRGINIA 22203-1635

AUG 15 2001

MEMORANDUM FOR MEMBERS OF THE DEPENDENTS EDUCATION COUNCIL

SUBJECT: Minutes of the June 7, 2001 Meeting

The Dependents Education Council (DEC) met on June 7, 2001, at the Webb Building, at 4040 North Fairfax Drive, Arlington, Virginia. The meeting was hosted and chaired by Mr. Charles S. Abell, Assistant Secretary of Defense (Force Management Policy). A listing of member representatives is attached.

OPENING COMMENTS:

Mr. Abell opened by welcoming everyone to the meeting. Meeting attendees were introduced and those representatives attending for the first time included:

Dr. Allen Zeman, representing Chief of Naval Operations
Ms. Susan Cecconi, representing CINC, U.S. Joint Forces Command
Rear Admiral Michael R. Scott, USN, representing CINC, U.S. Naval Forces Europe
Lieutenant General Daniel J. Petrosky, USA, representing CINC, U.S. European Command
Brigadier General Emerson N. Gardner, USMC, representing the Commander, U.S. Marine Corps Forces, Atlantic
Colonel Al Champin, USA, representing Commanding General, U.S. Army, Pacific
Mr. Michael G. Akin, representing Commander, Pacific Fleet

DEC MEETING OVERVIEW:

Dr. Joseph D. Tafoya, Director, Department of Defense Education Activity (DODEA), welcomed everyone to the meeting and noted that it is his intention to visit every DoDEA school by next summer. He announced the selection of Ms. Elaine Hinman as the new Deputy Director for the Domestic Dependent Elementary and Secondary Schools (DDESS), pending approval of her Senior Executive Service position by the Office of Personnel Management.

Dr. Tafoya reviewed the background and rules of engagement of the Council and requested comments on action items from the November 2000 DEC meeting:

O&M Dollars for Upkeep and Maintenance of Facilities: General William J. Begert, USAF, Commander, Pacific Air Forces, expressed concern over the funding for maintenance of facilities. Ms. Marilee Fitzgerald, Associate Director for Management, DoDEA, stated that as military construction projects receive funding, O&M costs are reduced. She also noted that



repair and maintenance costs are included in minor renovations. LTG Larry R. Jordan, USA, Deputy Commanding General, U.S. Army Europe and Seventh Army, emphasized that the true need for O&M is masked because of the numerous emergencies that are subsidized by the Services. Ms. Jane Burke, Principal Director, Military Community and Family Policy, stated that \$100 million from the POM was put into construction rather than O&M.

Summer School: Dr. Elizabeth Middlemiss, Acting Associate Director for Education, DoDEA, will be addressing the issue of summer school in August when she meets with the Area Education Chiefs. They will look at the structure of surveys which are given out to parents as well as the consistency of the surveys. A request was made to consider including summer school in teachers' contracts. Although a Unified Legislative and Budgeting initiative has been submitted by DoDEA, Mr. Abell highlighted that the problem is not with Congress supporting such an initiative, but rather, it is a lack of support from the Services, who voted not to support funding for summer school in a meeting during the previous week. If DEC members feel summer school is important, they must emphasize this with their Service chiefs.

Academic Counseling: An FY 2000 POM initiative lowered DoDEA's counselor/student ratio from 1:500 to 1:300. Dr. Tafoya reported that the Deputy Directors are taking steps to utilize their counselors in the most effective way they can. Starting in school year 2001-02, some schools in the Pacific Area will modify the ratio while still maintaining the overall ratio of 1:300. This will give some high schools a ratio of 1:200, some middle schools a ratio of 1:300, and some elementary school a ratio or 1:400. DoDEA currently maintains a ratio of 1 counselor per 300 students.

Coordination of Assignments for Civilians with Exceptional Family Members: The arrival of civilian employees overseas who have exceptional family members with special educational needs continues to create educational challenges. In response to an inquiry by Major General Barry D. Bates', USA, Commanding General, 19th Theater Support Command, Dr. Rebecca Posante, Educational Opportunities Directorate, stated that civilian personnel offices can require potential employees to register the fact that they have children with exceptional educational problems. If potential employees refuse to provide the required information, the civilian hiring authority can deny travel for the family member. However, the lack of information or information that indicates a special education need cannot be a determining factor in denying employment. Dr. Posante is working with the Service Exceptional Family Member Program (EFMP) managers to identify information necessary to determine problems with the medical screening. She indicated that the DoDEA special education coordinator currently maintains information on all educational assignment issues. Information on the types of educational services available at all installations overseas is available on the DoDEA web site. Mr. Abell agreed with the need for a data call, but suggested that a legislative change requiring specific information would not be the best approach to this issue. He recommended that very specific information about the availability of special education services be included in vacancy announcements and suggested using the EFMP as a model.

REQUIRED ACTION: DoDEA will provide charts showing what educational services are available at what locations. **ACTION OFFICE:** *Educational Opportunities Directorate*

Dr. Tafoya briefed the members of the DEC on the April meeting of the Advisory Council on Dependents Education (ACDE) which was held in Japan. The ACDE meets twice annually, once at DoDEA headquarters and a second time at an overseas location in conjunction with visiting schools in the area. At the April meeting, the ACDE members made three recommendations to DoDEA for improving its educational program:

1. High School Program.
 - Define the high school program and goals.
 - State what every high school student should have for graduation.
 - Review staffing.
 - Involve parents and students in defining program.
2. Decentralization
 - Continue with decentralization by giving money to the Areas for staff development. This may influence the availability of summer school by keeping teachers on site.
 - Provide training to administrators on how best to use resources.
3. Refocus task force processes to be more efficient.

TASK FORCE BRIEFINGS

In response to requests from DEC members at the last meeting, the following task force briefings were presented and the following comments provided:

Tuition-Free Attendance for Non-Appropriated Fund (NAF) Students

Considerable discussion took place on the issue of tuition costs for the children of A-76 contractors. Civilian companies often take into account, when bidding a contract, the fact that many of the current on-site government employees will remain as civilian employees, thus reducing the cost of transporting new employees from the United States. Mr. Abell questioned whether the task force should review the issue of contractor tuition costs. Mr. Michael Rhodes, Assistant to the Commander in Chief, U.S. Southern Command, suggested that a caveat be added to the waiver, soliciting input from the Services. Mr. Michael Downs, Director of Personal and Family Readiness Division, USMC, recommended looking at the makeup of the task force as the Marine Corps members are not familiar with this issue. He also urged Mr. Abell to approve the waiver, eliminating the inequity for NAF employees. General Jordan noted that without local hires, the cost of providing an overseas workforce would be prohibitive and the current tuition situation is a disincentive for local hires.

Although Mr. Abell agrees philosophically with the waiver for NAF students, he expressed concern about how families will react when space is not available for their children from one year to another. He agreed to consider all aspects in deciding whether or not he will approve the waiver and asked DEC members for their recommendations. Brigadier General Antonio M. Taguba, USA, Commander, U.S. Army Community and Family Support Center, expressed the Army's support, and Mr. Rhodes expressed support from SOUTHCOM.

Home Schooling

This report raised numerous concerns and questions about the legal aspects of home schooling as well as the timeline recommended by the working group. Dr. Tafoya asked if the Services are in contact with host nations and understand how their policy affects home schoolers. Both DoDEA and the Services should provide information to parents on educational requirements. They should know up front what courses will be required and accepted. Brigadier General Emerson N. Gardner, USMC, Deputy Commander, U.S. Marine Corps Forces, Atlantic, recommended a legal status be obtained to ascertain whether or not the Services are supporting an illegal activity. Most countries are very protective of their sovereignty rights. Colonel Michael Lynch, USAF, EUCOM Liaison, noted that the Joint Staff legal office is taking an informal look at this issue. The recommendation of establishing a task force to review home schooling was questioned by Major General Bates as far as defining their task and whether or not the recommended members are qualified for the task. He suggested that either DoDEA or the Military Child Education Coalition (MCEC) set up the structure of the task force and identify procedures. Mr. Rhodes suggested the task force should consist of DoDEA representatives and higher level individuals. Mr. Abell agreed this is a big issue which may need coordination with the Departments of State and Education. **REQUIRED ACTION:** The ASD charged DoDEA to lead a group to look at this issue and report back to the DEC. **ACTION OFFICE: DoDEA**

London Central Dorm

The London Central Dorm is a valuable quality of life benefit and should be marketed as such to military families. It is also preferable to reimbursing tuition for families who would prefer to send their children to school in the United States. Mr. Abell noted that this would not be an either/or option. He questioned whether any options had been investigated that might increase enrollment such as including contractors or non-Federal personnel. Mr. Roger Blanchard, Assistant Deputy Chief of Staff, Personnel, USAF, agreed that reliance on contractors is becoming an emerging theme, and the degree to which services are not offered to contractors will only have a negative effect overseas. Personnel policies are out of step with reality. Mr. Abell recommended a 3-step approach to this issue: 1) market the London Central Dorm to everyone eligible, 2) look at expanding the market, and 3) if option 1 or 2 do not work, look at other options. **REQUIRED ACTION:** The ASD charged DoDEA to plan for marketing strategies and report at the next DEC. **ACTION OFFICE: DoDEA.**

DISCUSSION OF FOLLOW-UP ISSUES FROM NOVEMBER 2000 DEC:

Issue papers are provided in the DEC binders. Only those issues that elicited comments are included here.

Institute for Defense Analyses Studies

General Begert requested that the study be released and Jane Burke responded that it is almost ready to be released.

Program Based Staffing

Dr. Middlemiss reported that she will be attending a high school summit in August to discuss this issue and that additional resources will be put into this initiative. She will outline the plans at the next DEC meeting.

COMMAND ISSUES:

Non-DoDDS Certification

DoDEA will meet with the Department of Education to discuss concerns with accreditation of non-DoD schools.

Corporate Sponsors

Mr. Abell urged caution be used about approaching Associations to request sponsorship.

Risk Assessments

Mr. Abell requested that military commands work with the DoDEA directors in this area.

Second Adult on School Buses

A suggestion was made that technology could be used to monitor school buses but cautioned that monitors do not solve the force protection issue. In response to Mr. Rhodes question about the directive prohibiting safety attendants, Ms. Fitzgerald said she has a "straw" directive ready for coordination and will send it out to DEC members. **REQUIRED ACTION:** Send out straw directive. **ACTION OFFICE:** *Associate Director for Management*

Synchronization of Theater Council and the Dependents Education Council

The DEC agreed to meeting near the end of June, but not on a Friday, and in mid-November. The requirement remains for the Commands to submit issues 60 days prior to the meeting and for DoDEA to respond to those issues 30 days prior at the meeting of the subject matter experts.

Student Teacher Housing and Support

Ms. Fitzgerald reported that a fall task force will review the possibility of making student teachers Federal employees and a strategy should be in place by the next DEC meeting. European representatives recommended speaking to the German government about recognizing student teachers as reservists.

Security Policy

General Begert suggested the DoDEA policy should be beefed up. Ms. Fitzgerald said her staff will work with PACOM on this issue.

BRIEFINGS:

Army Secondary Education Transition Study

Mr. Pete Taylor and Dr. Mary Keller of the Military Child Education Coalition presented a briefing on the Army Secondary Education Transition Study. The results of the study provide an increased understanding of transition issues faced by military families and offers a wealth of suggestions to help parents, students, and schools, overcome transition obstacles.

Military Construction

Ms. Fitzgerald presented a briefing on DoDEA's current military construction program. The current program spanning FY 2002-07 has been funded at \$275.6 million and the major features include: execution of the top 26 DoDEA projects as of FY 2000; addresses 100 percent of new requirements known in FY 2000; eliminated 56 percent of multiple, dilapidated, temporary facilities as of FY 2000; addresses 42 percent of facilities lacking core elements as of FY 2000; improves or replaces 7 percent of 1960's and earlier facility inventory; and completes full-day kindergarten and reduced PTR. On April 5, 2001, the Director, DoDEA convened a worldwide MILCON Prioritization Committee. The outcomes of this meeting included the development of the FY 2003-07 POM to respond to all known military restationing plans; an adjustment to the current FY 2002-07 program to incorporate new cost estimates for already approved projects and inserts two new projects that must be accelerated due to restationing requirements; and the development of a DoDEA-wide MILCON prioritization list. Next steps will be to obtain approval of the restationing POM and to conduct a pilot comprehensive facilities study.

Education Initiatives

The Deputy Directors from Europe, Pacific, and Domestic Dependent Elementary and Secondary Schools (DDESS) all provided brief outlines of initiatives they have or hope to undertake within their areas of responsibility. Ms. Diana Ohman highlighted numerous undertakings aligned with the goals of the DoDEA Community Strategic Plan. Dr. Nancy Bresell reported on initiatives in the Pacific area within the areas of 1) organizational communications and joint planning, 2) creation of a Pacific Education Division and reorganization of personnel functions, and 3) resource management initiatives. DDESS initiatives reported by Dr. Middlemiss include 1) district consolidation, 2) leadership development in literacy, and 3) joint management/union training.

Longitudinal Study

Dr. Middlemiss reported unsatisfactory return rates of surveys in February 2000 and unreliable data due to late approval and problems in mailing the surveys. A second survey in May-June 2000 yielded a stronger return rate and more reliable data due in part to improved procedures. The results of the follow-up survey will be provided at the November DEC meeting. Overall, parent satisfaction with their child's school is high, but parents were least satisfied with services related to college and post-secondary choices. The goal of the longitudinal study is to find out how successful students have been when they leave DoDEA. The information gathered in the study will also be used as a preliminary guide for evaluating existing programs and services.

DoDEA Education Initiatives

Although she is new to the position of Associate Director for Education, Dr. Middlemiss spoke passionately about her goals and ambitions for the Education Directorate. Initially she will be working with the Deputy Directors and the Education Chiefs from each of the three areas of DoDEA, refining what will be managed at the headquarters level as well as the responsibilities of the areas and districts. A commitment has been made to move resources closer to the schools and to realign positions to serve critical needs. Additional initiatives include a focus on literacy and an examination of current programs.

Assessments

Janet Rope, the new Chief of the Office of System Accountability, presented information on the systemwide assessment tools to be used within DoDEA to meet the requirements of the 2001-06 Community Strategic Plan (CSP). The tools consist of TerraNova, to provide national comparison scores for the system; tests in the major curricular areas to show achievement on DoDEA standards; end-of-course assessments for selected high school courses; and reading proficiency at selected grades. The performance levels for the CSP were also explained: Above the Standard, At the Standard, Partially Met the Standard, and Below the Standard. The new performance levels will be used for system reporting.

Budget Update

Ms. Irma Finocchiaro, DoDEA Comptroller, presented an update of the FY 2001 Budget, the FY 2002 Estimates and a summary of the FY 2003-07 Program Objective Memorandum (POM) issues being developed for the Program Review. The briefing showed the FY 2001 status of funds as presented to OSD for the Midyear Review and highlighted funding issues associated with the DoDDS Teacher Pay Raise, and increased costs for utilities, student transportation and the PCS program. The FY 2002 budget estimates represent approximately a 5 percent increase over FY 2001. The Operation and Maintenance appropriation will increase by 3.8 percent and Military Construction by 51 percent. DoDEA is developing eight POM issues totaling approximately \$623.4 million for consideration during the upcoming Program Review. These

issues address additional funding for increased bandwidth (T-1 lines/satellite), high school programs, military construction, security attendants, repair and maintenance, assessments and instructional support materials, utilities, and student commute.

CLOSING REMARKS:

Mr. Abell asked members for final comments or questions.

General Begert voiced that the meeting was one of the best discussions the DEC has had in 2 years.

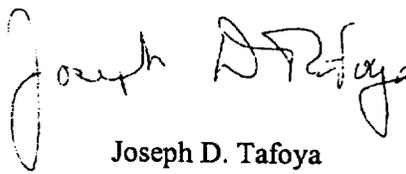
General Bates encouraged thinking of building incentives for overseas teachers. Dr. Tafoya responded that DoDEA is opening principal and assistant principal positions to competition outside the organization and working on a recruitment and retention policy. Ms. Ohman recommended looking at the Troops to Teachers program.

General Moorhead pointed out the counselor/student ratio and asked that counselors remember the rigors of military life.

In closing Dr. Tafoya announced that the television news show, 60 Minutes, has taped a segment at the Fort Campbell School, showing the commitment of military parents and communities to their schools. He also requested that DEC members continue to let him know how they would like the meetings to go, e.g., more briefings, etc.

Mr. Abell felt the DEC was a very informative meeting and was impressed with the attendees present as representatives of their Commands.

The meeting was adjourned.



Joseph D. Tafoya
Executive Secretary

Attachment:
As stated

**DEPENDENTS EDUCATION COUNCIL (DEC)
MEMBERS/ATTENDEES
JUNE 7, 2001**

<p>General William J. Begert, USAF <i>Commander, Pacific Air Forces</i></p> <p>Attendee: General William J. Begert, USAF</p>	<p>General Montgomery C. Meigs, USA <i>Commanding General</i> <i>U.S. Army Europe and Seventh Army</i></p> <p>Attendee: Lieutenant General Larry R. Jordan, USA Deputy Commanding General U.S. Army Europe and Seventh Army</p>
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